



Diversity Hiring Gains

To: Superintendent
From: Chief Operating Officer
Date: January 13, 2023
Re: Motion Response: Diversity Hiring Gains

[By Dominik Lay and Stacy Thompson]: Request Superintendent to provide the following report, listed by school, to the School Committee twice yearly: in first meeting of March and November. In an effort to keep track of the diversity hiring gains, as they pertain to racial/ethnic and cultural diversity.

- 1. The total of teachers per race/ethnicity-by school**
- 2. The total of paraprofessionals per race/ethnicity**
- 3. A chart/configuration of percentage change**

In addition, a once or twice yearly presentation by the district HR department on strategies, successes and misses.

Attachment 1 is a table of all schools in the district with the total amount of teachers and paraprofessionals in each school. Following the total amount is the percentage of teachers and paraprofessionals who identify as diverse. All data retrieved is extracted from Aspen on January 12, 2023, and the information is accurate to what the software reports. We still have approximately 350 employees where we do not have entries for race and ethnicity either due to software issues or due to employees opting to not provide such information.

Attachment 2 is a chart that indicates the changes in diversity hires over the last four years in Lowell Public Schools. The 2022/2023 school year will be extracted in June and added to this data. This attachment also includes a table depicting all hires from September 1, 2022 until present. Data is extracted from Aspen and it is reported and discussed in administrative meetings and data reviews on a regular basis.

In regard to strategies, successes, and gains, we continue to make great progress in identifying barriers to application and employment. We have also implemented several recommendations or requests discussed at School Committee meetings. We are also integrating PowerSchool applicant tracking software by the end of January 31, 2023 to improve data collection. We continue to participate in recruiting trips, but hope to expand those efforts in the future. The Office of Equity & Empowerment also has developed a PowerPoint presentation which proposes strategies for further improvement.